

# Presentation to the 2007 CEC Committee

## Impacts of House Bill 844 and Senate Bill 1363

# House Bill 844

## **Distribution Methodology**

- ◆ Voluntary turnover rate for classification must be greater than 7%.
- ◆ Number of voluntary separations must be greater than 10.
- ◆ Administrative and Clerical positions were excluded.
- ◆ Probationary employees were included.

# Positions Targeted

- ◆ Engineers
- ◆ Clinicians
- ◆ Self-Reliance Specialists
- ◆ Nurses
- ◆ Developmental Disability Technicians
- ◆ ISP Troopers
- ◆ Correctional officers
- ◆ Social Workers
- ◆ Rehabilitation Counselors
- ◆ Hydrologists & Hydrogeologists
- ◆ Agriculture Trade Specialists
- ◆ Deputy Attorneys General
- ◆ School for the Deaf & Blind Teachers

# Agencies Receiving Funding

		HB 844 Appropriation
1	DEQ	\$16,200.00
2	DEPT OF HEALTH & WELFARE	\$3,242,900.00
3	JUVENILE CORRECTIONS	\$103,200.00
4	IDAHO STATE POLICE	\$233,200.00
5	DEPT OF WATER RESOURCES	\$49,300.00
6	DEPARTMENT OF CORRECTION	\$2,570,500.00
7	VOCATIONAL REHABILITATION	\$230,400.00
8	BOARD OF MEDICINE	\$13,700.00
9	BOARD OF NURSING	\$5,100.00
10	ATTORNEY GENERAL	\$250,000.00
11	DEPARTMENT OF AG	\$30,000.00
12	SCHOOL FOR THE DEAF & BLIND	\$25,000.00
13	HEALTH DISTRICTS	\$44,800.00

# Targeted CEC Funding

<b>TOTAL Appropriated in HB 844</b>	<b>\$6,814,300.00</b>
General Fund	\$5,000,000.00
Other Funds	\$1,814,300.00
Plus: Salary Savings Department of Health & Welfare	\$492,300.00
Plus: Salary Savings Department of Corrections	\$390,200.00
<b>TOTAL Targeted CEC</b>	<b>\$7,696,800.00</b>

# Effects on Turnover

	FY 2006 Turnover	YTD Turnover	Decrease/Increase in Turnover Rates
Department of Health & Welfare			
Clinician	25.1%	16.3%	(8.8%)
Developmental Disability Tech	17.1%	15.9%	(1.2%)
License Practial Nurse	15.0%	12.9%	(2.1%)
Registered Nurse	18.2%	25.6%	7.4%
Registered Nurse, Senior	26.7%	19.3%	(7.4%)
Self-Reliance Specialist	17.4%	10.2%	(7.2%)
Social Worker	21.6%	16.9%	(4.7%)
<b>Targeted Positions Total</b>	<b>20.1%</b>	<b>14.8%</b>	<b>(5.3%)</b>
Department of Corrections	34.2%	25.8%	(8.4%)
Attorney Generals Office	10.8%	6.5%	(4.3%)
Idaho State Police	7.1%	2.8%	(4.3%)

# Senate Bill 1363

## State Compensation Philosophy

### Idaho Code § 67-5309A (1):

It is hereby declared to be the intent of the legislature of the state of Idaho that the goal of the total compensation system for state employees shall be to fund a competitive employee compensation and benefit package that will attract qualified applicants to the work force; retain employees to maintain high standards of productivity; and reward employees for outstanding performance.

# Senate Bill 1363

## Compensation Standards

Idaho Code § 67-5309A (2):

- a) The state's overall compensation system, which included both a salary and a benefit component, when taken as a whole shall be competitive with relevant labor market averages.
- b) Advancement in pay shall be based on job performance and market changes
- c) Pay for performance shall provide faster salary advancement for higher performers based on a merit increase matrix developed by the division of human resources.
- d) All employees below the state's midpoint market average in salary range who are meeting expectations in the performance of their jobs shall move through the pay range towards the midpoint market average.



# Senate Bill 1363

## Budgetary Conditions

Idaho Code §67-5309A (3):

It is hereby declared to be legislative intent that regardless of specific budgetary conditions from year to year, it is vital to fund necessary compensation adjustments each year to maintain market competitiveness in the compensation system. In order to provide this funding commitment in difficult fiscal conditions, it may be necessary to increase revenues, or to prioritize and eliminate certain functions or programs in state government, or to reduce the overall number of state employees in a given year, or any combination of such methods.

# SB 1363 Highlights

- ◆ Increased bonus and cost savings bonus caps to \$2,000 per fiscal year.
- ◆ Added recruitment and retention bonus options.
- ◆ Increased shift differential percentage
- ◆ Added geographic pay option
- ◆ Changed moving expenses cap
- ◆ Changed executive, administrative, and professional employees to FLSA designations

# Discussion Topics

- ✓ Use of the matrix
- ✓ Retention awards
- ✓ Transition of compensatory time for non-covered employees
- ✓ Geographic pay implementation
- ✓ Overtime for non-covered classes
  - Nurses, firefighters, fish hatchery employees

# CEC Committee Recommendation Inclusions

- a) A recommendation for market related changes necessary to address system wide structure adjustments to stay competitive with relevant labor markets. Such recommendations may include a market related payline adjustment for all eligible employees, as well as the structure, to avoid compression in the salary system.
- b) A recommendation for market related changes necessary to address specific occupational inequities.
- c) A recommendation for a merit increase component.
- d) A recommendation for any changes to the employee benefit package, including any adjustments to the overall design of the benefit package and/or employee contributions.